



## OHS POLICY

Hematec is committed to excellence and continual improvement in operations and standards of Occupational Health and Safety throughout its activities. The Company will comply with all applicable laws, governmental rules and regulations and other applicable requirements of its host country and strive to meet the following broad goals:

- Protect the health and safety of its employees, contractors and others who may be affected by its activities;
- Achieve Zero Fatality
- Prevent unnecessary injuries

We will achieve this by:

- Strong leadership and clearly defined responsibilities for OHS at all levels of the organization to reduce injuries;
- Setting and reviewing OHS goals and objectives;
- Hiring of competent staff to manage the business including to comply with all legal requirements;
- Identifying, assessing and managing OHS risks to people and the environment as an integral part of the business;
- Emergency planning to ensure that an emergency can be quickly and efficiently contained;
- Reporting and investigating incidents to ensure appropriate lessons learned;
- Monitoring OHS performance through regular reporting for improvement; and
- Periodic audits and management reviews to identify and implement continual improvements to our OHS systems.

We ALL have a responsibility for maintaining high standards of OHS and this policy shall be used to guide our activities. Our OHS standards will not be compromised by other business priorities and shall be reviewed annually,

This Policy will be communicated to all parties and in case of any HSE violation the disciplinary proceedings will prevail.

A handwritten signature in blue ink, appearing to read "H. Muhulo", is positioned above a dotted line.

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**Eng. Heriel Muhulo**  
**Managing Director**  
**28<sup>th</sup> February, 2020**